



UNION (L) (R) LABEL
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NOBP BARGAINING BASICS:
HOW OUR UNION BARGAINS A CONTRACT

UNITED STEELWORKERS
USW
OIL WORKERS

WHAT IS A UNION CONTRACT?

A contract, also known as a collective bargaining agreement (CBA), is a legally binding document between our employer and our union.

Our union contract is negotiated at two levels: national and local.

NATIONAL: We elect representatives for national bargaining to set industry standards for wage increases and other items, including health and safety issues. Our existing four-year national pattern agreement expires on January 31, 2026.

LOCAL: Our local union's bargaining committee negotiates with our employer on issues

specific to our site, like scheduling, safety, work rules and job classifications. In some cases, we may coordinate with other local unions at our same employer to negotiate over items that impact all of us.

Combining national and local bargaining, this program gives us more power to bargain major issues by uniting oil workers across the country while ensuring we can still address issues specific to our workplace.

Together, these agreements cover the terms and conditions of employment, including wages, hours of work, time off, benefits, safety, job security and protections against unfair treatment or discharge.

WHY IS HAVING A CONTRACT IMPORTANT?

Bargaining a contract is the best way to ensure we have protections at work. A contract means that management cannot simply decide, on its own, to make changes such as cutting wages and benefits, firing employees, playing favorites or changing schedules and holidays.

Our contract also provides a procedure to resolve disputes if our employer violates the agreement – called the grievance and arbitration procedure.

WHAT HAPPENS IN CONTRACT NEGOTIATIONS?

Representatives from the union and the employer make and discuss proposals. Both sides caucus (meet separately), make counter proposals, test out ideas and look for ways to bridge differences. Our goal is to reach an agreement that is beneficial to our members.

HOW DO WE WIN A FAIR CONTRACT?

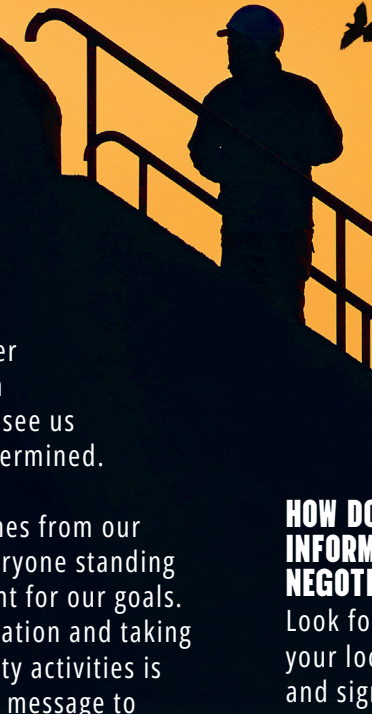
Our employers are not going to "give" us anything. They never have, and they never will. We win when we build solidarity and unity, both at our individual facilities and nationally as part of the National Oil Bargaining Program.

We win stronger contracts when our employers see us united and determined.

Our power comes from our solidarity - everyone standing together to fight for our goals. Sharing information and taking part in solidarity activities is how we send a message to management that we are strong, united and willing to fight for a fair agreement.

HOW DO I GET INFORMATION ABOUT NEGOTIATIONS?

Look for information from your local union leaders and sign up to receive text messages by texting OIL to the phone number 47486.





**OUR EXISTING FOUR-YEAR
NATIONAL PATTERN AGREEMENT
EXPIRES ON JANUARY 31, 2026.**

**RECEIVE
MOBILE ALERTS**

**TEXT "OIL"
TO 47486**



SCAN THE CODE TO GET STARTED. BY OPTING-IN, YOU AGREE TO RECEIVE RECURRING MESSAGES FROM THE USW; MESSAGE AND DATA RATES MAY APPLY. TO OPT OUT, TEXT STOP. FOR HELP, TEXT HELP. FULL TERMS AND CONDITIONS AT [USW.ORG/TEXT](https://usw.org/text). NO PURCHASE NECESSARY.